

National Institutes of Health Policy on Diversity Management

It is the policy of the National Institutes of Health to manage the diversity of our employees by building an inclusive work force, fostering an environment that respects the individual, and offering opportunities for all persons to develop to their full potential in support of science.

Diversity is the mixture of differences and similarities each employee brings to the workplace to accomplish the goals of the NIH.

Diversity management is a long-term change strategy enabling the NIH to examine its fundamental values and culture to determine whether all employees are reaching their full potential and making maximum contributions to the mission of the NIH. Effective diversity management promotes productivity and respect for the differences and similarities each person brings to the workplace.

Every employee at the NIH has an active role in implementing the Workplace Diversity Initiative. Management officials at all levels share responsibility and accountability for achieving our diversity goals. For managing diversity to be integrated successfully into all facets of the organization, initiatives must continue to be guided by leadership's full commitment and employees' full participation. Full support of this policy is critical to diversity management becoming an integral part of the organization and benefiting not only the individual but also the NIH's scientific mission.



Ruth L. Kirschstein, M.D.
Acting Director, NIH

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